

Job Description - General Pest Control Technician

ADVANCE

Termite & Pest Control, Inc.

2515 E. 14th Avenue

Hutchinson KS 67501

620.662.3616

800.536.3614

advance@advancepest.com

GENERAL PEST CONTROL TECHNICIAN

Job Description/Measures of Performance

I. PURPOSE

The purpose of this Job Description is to establish and define the accountability, reporting relationships, responsibilities, duties, and measures of performance of a General Pest Control Technician for Advance Termite & Pest Control, Inc. ("the Company").

II. BASIC FUNCTION

The basic function of the General Pest Control Technician is to provide pest control services to those customers of the Company who request the control of pests by means other than **Sentricon*** or conventional liquid barrier termite treatments.

III. REPORTING RELATIONSHIPS

The General Pest Control Technician reports to, and is accountable to, the General Pest Control Supervisor of the Company and/or to the Technician's direct supervisor.

IV. JOB REQUIREMENTS

To perform this job successfully, an individual must be able to complete all areas outlined for this position in a satisfactory manner. The requirements listed below are representative of the knowledge, skills, and/or abilities necessary to meet the minimum job requirements of this position. (Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.)

EDUCATION

Required: High school diploma or equivalent

LICENSING/REGISTRATION/CERTIFICATION

Required: Valid Driver's License

Required: Kansas Commercial Applicator's Certificates

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EXPERIENCE

No Previous Experience in the Pest Control Industry is Required.

SKILLS, KNOWLEDGE, AND ABILITIES

Ability to effectively communicate with management and customers.

Speak, write, and read English fluently.

Ability to translate skills, knowledge, and abilities to the decision-making process.

Ability to perform basic mathematics such as addition, subtraction, division and multiplication.

Ability to read a tape measure.

Ability to perceive three-dimensions from a flat drawing on paper, such as a lot plat, drawings, office layout, etc.

PHYSICAL REQUIREMENTS

The physical demands described below are representative of those that must be met by the employee to successfully perform the essential functions of this job:

BODY POSITIONS: In the performance of the duties of this job, the employee will regularly be required to climb, and crawl about not only attics but under dwellings as well (crawl spaces).

BODY MOVEMENTS: The employee must have a full range of body movements, including use of hands to finger, handle, or feel objects, computer equipment and peripherals; and bending, reaching, and crouching.

BODY SENSES: The employee must have command of all five senses: sight, hearing, touch, smell and taste. Specific vision abilities required include close vision, depth perception, and the ability to adjust focus.

STRENGTH: The employee must have the ability to lift eighty (80) pounds with regularity.

WORKING CONDITIONS

This position will include working indoors or outdoors in a non-climate or climate controlled, smoke and smoke-free environment, but will also require the employee to be moving through other areas on a regular basis. During such movement, the employee will encounter varying temperatures. Normal auto and air travel hazards will apply. Travel will be in all types of weather, including heavy rain and below freezing temperatures with snow conditions possible.

The noise level in the work environment is usually moderate, but can be higher in other areas or when visiting customers' sites.

V. DUTIES AND RESPONSIBILITIES

Customer satisfaction is the primary duty and responsibility of this job. The General Pest Control Technician will also be responsible for:

- A. Performing such duties as may be required by the Company and/or the Technician's direct supervisor.
- B. Maintaining and providing all requisite reports and information as may be required by the Company's office staff for maintaining and completing all records required by the Kansas Department of Agriculture, Kansas Department of Revenue and/or any other regulatory bodies.

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- C. Observing Company policy and procedures.
- D. Following up and documenting all inquiries as may be assigned by the Technician's supervisor.
- E. Any other duties or responsibilities as may be assigned by the Company and the Technician's supervisor.

VI. MEASURES OF PERFORMANCE

A General Pest Control Technician of the Company shall be deemed to be performing in an acceptable manner when the following have been accomplished:

- A. When the Customers of The Company are 100% satisfied with services rendered and funds are collected for those services 95% of the time.
- B. When all equipment, supplies, and products necessary for providing general pest control services are maintained in a manner acceptable to the General Pest Control Supervisor.
- C. When follow-up accounts are reviewed with the Technician's Supervisor and follow-up callbacks are reduced to 1% of total calls (exclusive of roach and flea control services).
- D. When there is an improvement in the overall productivity of the Technician (as demonstrated by increased calls per day).
- E. When expenses are kept to the percentage established by the President of the Company.
- F. When the profitability of the Company reaches the percentage established by the President of the Company.
- G. When all inquiries (either Customer or Regulatory) are followed up on within 24 hours and documentation is maintained with regard to such inquiries.

VII. Acknowledgment

The undersigned employee, Dan Bryson, has reviewed and understand the above job description and believes it to be accurate and complete, and believes he can successfully fulfill each duty or task. Employee also agrees that management reserves the right to revise this job description at any time.

Employee's Signature

_____, 2008
Date

Employer's Signature

_____, 2008
Date